



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

Chris Christie
Governor
Kim Guadagno
Lt. Governor

Robert M. Czech
Chair/Chief Executive Officer

**AGENDA OF REGULAR MEETING OF
THE CIVIL SERVICE COMMISSION
JUNE 20, 2012**

Robert M. Czech, Chairperson
Robert E. Brenner
Thomas J. Perna
Richard E. Williams

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

In the Matter of Andre Jones
Hunterdon Developmental Center
Department of Human Services
Removal

In the Matter of Nathan Koch
Hagedorn Gero-Psychiatric
Department of Human Services
Removal

In the Matter of James Law
Morris County
Sheriff's Department
Suspension

In the Matter of Charles Markovich
Edna Mahan Correctional Facility
Department of Corrections
Removal

In the Matter of Evelyn Mastragostino
Superior Court of New Jersey
Cumberland/Gloucester/Salem Vicinages
Removal

In the Matter of Maribel McKinney
New Lisbon Developmental Center
Department of Human Services
Removal

In the Matter of Harry Murray
Middlesex County
Department of Mental Health
Removal

In the Matter of Anthony Parga
New Jersey State Prison
Department of Corrections
Suspension

In the Matter of Luisa F. Paulus
Cape May County
Department of Crest Haven
Resignation in good standing

In the Matter of Wesley Rebnicky
Monmouth County
Sheriff's Department
Suspension

In the Matter of Betty Reed
New Jersey State Prison
Department of Corrections
Removal

In the Matter of Dianne G. Santucci-Wright
Ocean County Board of Social Services
Release at the end of the working test period

In the Matter of Kevin Wright
City of Newark
Police Department
Suspensions (2)

**RECOMMENDATION OF THE ADMINISTRATIVE LAW JUDGE IN
THE ABOVE CASES – SETTLEMENTS**

ACTION:

A-2 VIRGINIA BEST

Virginia Best, Complaint Investigator, East Orange, Department of Health and Human Services, appeal the good faith of her layoff effective February 1, 2011, for reasons of economy and efficiency.

Recommendation of the Administrative Law Judge – Uphold the layoff.

ACTION:

A-3 MILTON FIGUEROA

Milton Figueroa, Boiler Operator, Camden City Housing Authority, appeal the good faith of his layoff effective April 30, 2011, for reasons of economy and efficiency.

Recommendation of the Administrative Law Judge – Uphold the layoff.

A-4 CARMELO LIO

Carmelo Lio, Senior Correction Officer, Adult Diagnostic and Treatment Center, Department of Corrections, 45 working day suspension on the charge of insubordination.

Recommendation of the Administrative Law Judge – Modify the 45 working day suspension to a 20 working day suspension.

ACTION:

A-5 MARK ROSARIO

Mark Rosario, Human Services Assistant, Ancora Psychiatric Hospital, Department of Human Services, indefinite suspension pending criminal charges effective January 21, 2010, on charges of conduct unbecoming a public employee, other sufficient cause and violation of a policy.

Recommendation of the Administrative Law Judge – Uphold the indefinite suspension pending criminal charges.

ACTION:

A-6 DANNY RODRIGUEZ

Danny Rodriguez, Senior Correction Officer, New Jersey State Prison, Department of Corrections, removal effective January 7, 2011 on charges of conduct unbecoming a public employee, other sufficient cause, falsification, violation of a rule, regulation, policy, procedure, order, or administrative decision and intentional abuse or misuse of authority or position.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

A-7 CARLOS SANTIAGO

Carlos Santiago, Building Maintenance Worker, Union County, Department of Engineering Public Works Facilities, removal effective December 13, 2011, on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee, neglect of duty, other sufficient cause and falsification.

Recommendation of the Administrative Law Judge – Modify the removal to a 60-day suspension.

ACTION:

A-8 MILDRED JAIME

Mildred Jaime, Cottage Training Technician, Hunterdon Developmental Center, Department of Human Services, removal effective December 7, 2010, on charges of physical or mental abuse of a client, verbal abuse of a patient, client, resident or employee, inappropriate physical contact or mistreatment of a client, any improper conduct which violates common decency, discourtesy to public, visitors, patients, residents or clients, failure to perform duties, conduct unbecoming a public employee and other sufficient cause. This matter was held over from the April 4, 2012, Civil Services Commission meeting for summary of testimony.

Recommendation of the Administrative Law Judge – Reverse the removal.

ACTION:

SECTION B – MISCELLANEOUS MATTERS

B-1 The Division of State and Local Operations requests the inactivation of three titles used by the Department of Law and Public Safety.



MEMORANDUM

DATE: May 29, 2012
TO: Civil Service Commission
FROM: Kenneth Connolly, Director
State and Local Operations *Kenneth Connolly*
SUBJECT: Change in the State Classification Plan

TITLE INACTIVATIONS

The Division of State and Local Operations requests inactivation of the following State titles. The titles are unencumbered and there are no future plans for use.

The affected agencies and the appropriate negotiations representatives have been notified.

The effective date of the inactivations will be the first day of the first pay period that follows the Commission's approval of this change in the State Classification plan.

TITLES TO BE INACTIVATED

HIGHWAY SAFETY SPECIALIST, BILINGUAL IN SPANISH & ENGLISH
P19-17492C C C NE12

SENIOR HIGHWAY SAFETY SPECIALIST, BILINGUAL IN SPANISH & ENGLISH
P22-17493C C C NE12

PRINCIPAL HIGHWAY SAFETY SPECIALIST, BILINGUAL IN SPANISH & ENGLISH
R25-17494C C C NE12

KC/JMM/BP/DN

www.state.nj.us/csc

ACTION:

B-2 BARTLOMIEJ TROCHA

Bartlomiej Trocha, represented by Ian A. Weinberger, Esq., appeals his rejection as a County Police Officer candidate by Union County and its request to remove his name from the eligible list for County Police Officer (S9999K) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-3 JASON ENGLISH

Jason English, a Police Officer with Paterson, represented by Joseph S. Murphy, Esq., appeals the attached determination of his layoff rights by the Division of State and Local Operations.

ACTION:

B-4 DONNA TWIDDLE

Donna Twiddle, a Charge Nurse (12 Months), represented by Kenneth A. Wallach, Esq., and Green Brook Regional Center, Department of Human Services, represented by Erick James Lucadamo, Deputy Attorney General, petition the Civil Service Commission for acknowledgment of the settlement agreement reached by the parties, which provides for the reinstatement of Twiddle.

ACTION:

B-5 ELIZABETH KELLY

The Department of Children and Families requests that Elizabeth Kelly's name be restored to the Assistant Family Service Worker 2 (S0804L) eligible list and added to the April 2, 2012 certification (OS120223) for the title of Assistant Family Service Worker 2.

ACTION:

B-6 JEFFREY STORMS AND RICHARD PANTINA

The Township of Parsippany-Troy Hills, represented by Frederic M. Knapp, Esq., requests that the eligible list for Police Captain (PM3547J) be revived in order to appoint Jeffrey Storms and to record the appointment of Richard Pantina effective September 23, 2011.

ACTION:

B-7 LINDA A. BARRY

Linda A. Barry appeals the determination of the Division of Selection Services which found that she was not eligible for the promotional examination for Secretarial Assistant 3, Non-Stenographic (PS6401T), Department of Transportation, because her application was received after the closing date of the examination announcement.

ACTION:

B-8 HOPE R. HENLEY

Hope R. Henley appeals the removal of her name from the Youth Work Supervisor (PS2871P), Juvenile Justice Commission, employment list due to her failure to respond to the Certification Notice.

ACTION:

B-9 JAMES LOGAN, IV

James Logan, IV, represented by James Logan, Jr., Esq., appeals the decision of the Division of State and Local Operation, which upheld the removal of his name from the eligible list for Correction Officer Recruit (S9987M), Department of Corrections, on the basis of his falsification of his employment application and an unsatisfactory criminal record.

ACTION:

B-10 BAMIDELE OLA

Bamidele Ola appeals the removal of his name from the eligible list for Habilitation Plan Coordinator (S0021L), Greenbrook Regional Center, on the basis that he lacked the required experience.

ACTION:

B-11 JOHN SHAW

John Shaw appeals the determination of the Division of Selection Services which found him ineligible for the promotional examination for Fire Lieutenant (PM5254N), Belleville, due to an untimely application.

ACTION:

B-12 MICHAEL KORMASH

Michael Kormash appeals the decision of the Division of Selection Services which found that he lacked the required amount of permanent status in a title to which the examination was open for Deputy Fire Chief (PM1145M), Newark.

ACTION:

B-13 DIANE ROMINO

Diane Romino, a former Judiciary Clerk 2, with Middlesex Vicinage, Superior Court of New Jersey, represented by Paul Schroeder, Council Representative, American Federation of State, County, and Municipal Employees, Council 73, requests that the Civil Service Commission reinstate her appeal of her release at the end of the working test period effective October 25, 2011, which was dismissed based on her failure to appear at her scheduled settlement conference.

ACTION:

B-14 CHARLES TEMPE

Charles Tempe, a Forest Fire Equipment Maintenance Specialist 2 with the Department of Environmental Protection, requests a retroactive effective date of the reclassification of his position from Forest Fire Observer to the title of Forest Fire Equipment Maintenance Specialist 2.

ACTION:

B-15 STEVEN CHESTNUT

Steven Chestnut appeals the decision of the Division of State and Local Operations that the proper classification of his position with the Civil Service Commission is Human Resource Consultant 2. The appellant seeks a Human Resource Consultant 3 classification.

ACTION:

B-16 LINDA HENDERSON

Linda Henderson appeals the decision of the former Division of State and Local Operations that the proper classification of her position with the Department of the Treasury is Principal Claims Investigator. The appellant seeks an Investigator 1 classification.

ACTION:

B-17 RONALD MCCRAY

Ronald McCray, a Repairer with Woodbridge Developmental Center, Department of Human Services, appeals the decision of the Assistant Commissioner, which found that the appellant failed to support a finding that he had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION:

B-18 PERFORMANCE ASSESSMENT REVIEW PILOT PROGRAM

The Chairperson, Civil Service Commission recommends the establishment of a Pilot Program to provide for a five-level rating scale for the Performance Assessment Review (PAR) program.

ACTION:

**B-19 RECEPTIONIST BILINGUAL IN SPANISH AND ENGLISH (M1113L),
PATERSON**

Paterson requests permission not to make an appointment from the January 11, 2010 certification for Receptionist Bilingual in Spanish and English (M1113L).

ACTION:

B-20 RECORDS SUPPORT TECHNICIAN 1 (C2256N), CAPE MAY COUNTY

Cape May County requests permission not to make an appointment from the March 20, 2012 certification for Records Support Technician 1 (C2256N).

ACTION:

B-21 TEST DEVELOPMENT SPECIALIST TRAINEE (S0189N)

The Civil Service Commission's Office of Human Resources requests the revival and extension of the eligible list for Test Development Specialist Trainee (S0189N).

ACTION:

B-22 GERALD J. MCLAUGHLIN

Gerald J. McLaughlin appeals the determination of the Division of Selection Services which found that he was not eligible for the promotional examination for Human Services Specialist 1 (PC0021P), Passaic County Board of Social Services.

ACTION:

B-23 ANTONIO FINNEY

Antonio Finney appeals the denial of his request for a make-up examination for Municipal Court Attendant (M2144N), New Brunswick.

ACTION:

B-24 KATRINA HALL

Katrina Hall appeals the denial of her request for a make-up examination for Fire Captain (PM5234N), Newark.

ACTION:

B-25 JOHN OLOHAN

John Olohan appeals the determination of the Division of Selection Services which denied him admittance to the promotional examination for Battalion Fire Chief (PM0146P), Newark.

ACTION:

B-26 DANIEL PAYNE

Daniel Payne appeals the determination of the Division of Selection Services which denied him admittance to the promotional examination for Battalion Fire Chief (PM0137P), Camden.

ACTION:

B-27 GARY MACDONALD

Gary MacDonald, a County Correction Officer with Mercer County, represented by Christopher A. Gray, Esq., requests reconsideration of the Civil Service Commission decision rendered on January 11, 2012, denying his request for counsel fees.

ACTION:

B-28 JEANINA GOOS

Jeanina Goos petitions the Civil Service Commission for reconsideration of its decision rendered on September 7, 2011 in which the Commission determined that her position with the Department of Children and Families is properly classified.

ACTION:

B-29 ROBIN RIPA

Robin Ripa requests reconsideration of the Civil Service Commission decision rendered on November 2, 2011, which upheld the good faith of her layoff.

ACTION:

B-30 PATRICIA BABER

Patricia Baber appeals the determination of the Division of Selection Services which found that she was below the minimum requirements in experience for the promotional examination for Senior Custodian (PM0368N), Jersey City School District.

ACTION:

B-31 JOSEPHINE F. MORELAND

Josephine F. Moreland appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, he did not meet the requirements for the open-competitive examination for Program Development Specialist 1, Mental Health Services (S2070N).

ACTION:

B-32 ELISA PALMARINI

Elisa Palmarini appeals the determination of the Division of Selection Services that she did not meet the experience requirement for the promotional examination for Records Technician 2, Motor Vehicles (PS5797T), Motor Vehicle Commission.

ACTION:

B-33 CIVIL SERVICE COMMISSION MINUTES

Submitted for adoption are the Civil Service Commission minutes of its meeting of June 6, 2012.

ACTION:

B-34 DALE ARCHIE

The appeal of Dale Archie, a Laborer with the Atlantic City Municipal Utilities Authority, of his seven working day suspension, on charges, was heard by Administrative Law Judge (ALJ) Bruce M. Gorman, who rendered his initial decision on April 3, 2012. At its meeting on June 6, 2012, the Civil Service Commission adopted the ALJ's recommendation to dismiss the charges and reverse the suspension. However, the Commission found it necessary to address the exceptions and cross-exceptions filed by the parties. The proposed decision is now submitted for the Commission's review.

ACTION:**B-35 MICHAEL ARROYO**

Michael Arroyo appeals his score for the bilingual portion of the Police Sergeant, Bilingual in Spanish/English (PM2625J), Atlantic City, promotional examination.

ACTION:**B-36 PROBATION OFFICER AND PROBATION OFFICER, BILINGUAL IN SPANISH AND ENGLISH, PILOT PROGRAM**

The Administrative Office of the Courts (AOC) requests the establishment of a Pilot Program to provide for the reallocation of the titles of Probation Officer and Probation Officer, Bilingual in Spanish and English, to the noncompetitive division utilizing a selection process administered by the AOC.

ACTION: